

OUR 2017 GENDER PAY GAP REPORT

The Pirbright Institute is committed to equality, diversity and inclusion and to reduce its gender pay gap.

Pay and bonus gap

	Difference between Men and Women	
	Mean	Median
Hourly fixed Pay	14.70%*	15.16%*
Bonus paid	52%	25%

* Mean – The difference in mean (*average*) pay between male and female employees

* Median – The difference in median (*middle value*) pay between male and female employees

The table above shows the Institute’s overall mean and median gender pay gap based on hourly rates of pay at the snapshot date (5 April 2017). It also captures the mean and median difference between bonuses paid to men and women at The Pirbright Institute in the year up to 5 April 17, i.e. for the 2016/17 performance year.

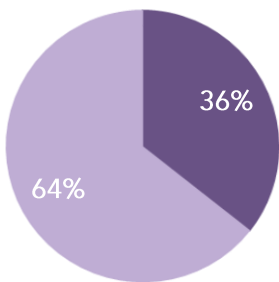
Proportion of colleagues awarded bonus for 2016/17



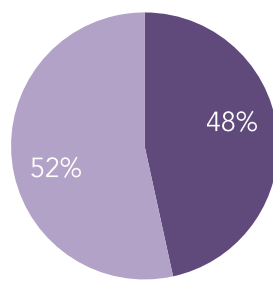
This shows a 0.5 difference between the number of women and men being paid a bonus for their performance in 2016/17.

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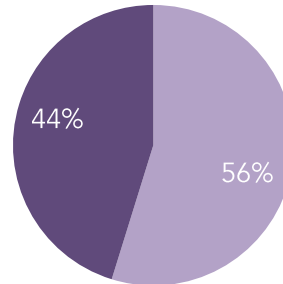
Pay Quartiles



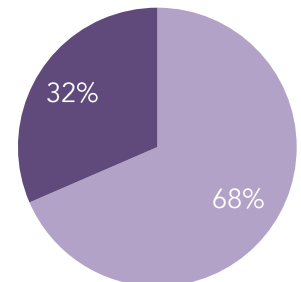
Lower Band
-8.7% pay gap



Lower Middle Band
0.9 % pay gap



Upper Middle Band
2.7 % pay gap



Upper Band
6.7% pay gap

The above shows the Institute divided in 4 equal pay sections, with an equal number of employees in each section and their gender representation.

The Pirbright Institute is confident that men and women are paid equally for doing equivalent jobs across the business and it has committed to reduce the gender pay gap in the next 4 years and the following are actions that it's looking at implementing as part of the Institute's People Strategy – to include but not limited to:

- Review of staff bonuses schemes
- Review of our recruitment process and career development opportunities
- Developing initiatives to encourage female mentoring and development.

Our aim is to achieve a 50:50 gender balance by 2025 (within a 10% tolerance) through the Institute. We are confident that as we progress towards this balance, our gender pay gap will reduce.

I confirm the data reported is accurate

Bryan Charleston
Institute Director & CEO